

TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE



FISCAL NOTE

SB 3522 - HB 3831

February 14, 2012

SUMMARY OF BILL: Requires school personnel employed in positions not requiring a teaching license to be hired as at-will employees for a two-year basic employment period, after which they will be hired on year-to-year contracts. Authorizes the director of schools to dismiss any employee under the director's jurisdiction for incompetence, inefficiency, insubordination, improper conduct, or neglect of duty, after giving the employee written notice of the charges and providing a hearing. Specifies that no non-tenured, licensed employee shall be dismissed without first having been given written notice of the charges; a full and complete hearing before an impartial hearing officer; an opportunity to be represented by counsel, to call and subpoena witnesses, and to examine all witnesses; and the right to require all testimony be given under oath.

ESTIMATED FISCAL IMPACT:

NOT SIGNIFICANT

Assumptions:

- Changing hiring practices for positions not requiring licensure will have no significant fiscal impact on state or local expenditures.
- The formal hearing process for tenured and non-tenured licensed personnel will remain in effect.
- According to the Department of Education, the hearing process for non-licensed personnel will be less formal. Any increase in local expenditures to have hearings for non-licensed personnel will be handled by existing local education agency staff and resources. The number of such hearings that will be conducted is unknown; however, any increase in local expenditures will be not significant.

CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink, appearing to read "Lucian D. Geise".

Lucian D. Geise, Executive Director

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